



# Fact Sheet

[cops.usdoj.gov](https://cops.usdoj.gov)

## 2025 COPS Hiring Program

### *Advancing Common Sense Community Policing by Hiring Officers*

The COPS Hiring Program (CHP) is designed to reduce crime and advance public safety through common sense community policing by providing direct support to state, local, and tribal law enforcement agencies nationwide. CHP funding supports the hiring of career law enforcement officers to increase an agency's community policing capacity and crime prevention efforts. The FY 2025 CHP award program was an open Notice of Funding Opportunity (NOFO). All local, state, and tribal law enforcement agencies having primary law enforcement authority were eligible to apply. The award selection process was highly competitive and based on a variety of factors including problem / focus area, local crime data, agencies' commitment to community policing, agencies' demonstrated financial need, and statutory formulas. State and local governmental entities must comply with 8 U.S.C. §1373, which provides that state and local government entities may not prohibit, or in any way restrict, any government entity or official from sending to, receiving from, maintaining, or exchanging information regarding citizenship or immigration status, lawful or unlawful, of any individual with components of the U.S. Department of Homeland Security or any other federal, state, or local government entity. This includes any prohibitions or restrictions imposed or established by a state or local government entity or official.

The COPS Office received 615 CHP applications during the open NOFO period from law enforcement agencies in nearly every state and U.S. territory, requesting a total of 2,353 officers for \$285,888,054 in federal funds. After careful review of all applications, the COPS Office made FY 2025 CHP awards to 228 state, local, and tribal law enforcement agencies totaling \$161,330,965 to support the hiring of 1,155 full-time officers and deputies (of whom 73 are school resource officers). Consistent with statutory requirements, 50 percent of award funding was provided to large agencies (serving a population of more than 150,000), and 50 percent was provided to small agencies (serving a population of less than 150,000). This resulted in awards to 39 large agencies and 189 small agencies. These awards represent an important investment in our nation's safety and law enforcement communities.

### Supporting Local Law Enforcement

Thirty years after the Violent Crime Control and Law Enforcement Act of 1994 was signed into law, the COPS Office continues to support the efforts of law enforcement agencies across the country as they develop creative and innovative ways to deal with long-standing community crime problems and public safety issues. To date, the COPS Office has been appropriated more than \$21 billion, including grants to more than 13,000 state, local, and tribal law enforcement agencies, to reduce crime by advancing community policing. In all, 141,000 law enforcement officers in agencies large and small across the nation.

CHP is the COPS Office's flagship program with a long history of promoting police-community partnerships for the express purpose of crime reduction through effective community policing. Through CHP, the COPS Office is supporting our nation's front-line heroes by providing them with needed resources and expertise to enhance local community policing strategies and tactics.

### Problem / Focus Areas

All proposed plans and problem / focus areas were eligible for funding; however, additional consideration was given to agencies selecting one of the following problem / focus areas:

- **Violent Crime**
- **Squatting and Encampment Enforcement**
- **Homeland and Border Security**
- **Nuisance Abatement and Quality of Life**
- **School-Based Policing**

### Additional Consideration

Additional consideration was also provided to eligible applicants that met any of the following criteria:

- **Ending Deadly Sanctuary City Policies.** Agencies that cooperate with federal law enforcement to address illegal immigration (state and local government applicants only).

- **Safe Harbor.** Applicants in states with certain anti-human trafficking laws that treat minors engaged in commercial sex as victims (referred to as “safe harbor” laws) and permit individuals to vacate arrest or prosecution records for nonviolent offenses as a result of being trafficked.
- **Catastrophic Incident.** Applicants that experienced a major disaster or catastrophic event in the time period from January 1, 2024 to present, or Attorney General-declared areas in crime-related crisis.
- **Hiring Veterans.** Applicants that commit to hiring at least one military veteran.
- **Rural Designation.** Applicants from rural areas.
- **Unfunded in previous year.** Applicants that did not receive a CHP award in FY24 due to the limited availability of funding who submit a quality application in FY25.

See the Application Review Information on page 23 of the original NOFO (<https://cops.usdoj.gov/pdf/2025ProgramDocs/chp/nofo.pdf>) for detailed information on the application review and award selection process.

### Highlights of CHP FY 2025 Funding

- The demand for CHP funding remains extremely high among law enforcement agencies nationwide. The COPS Office received 615 applications, approximately 37 percent of which received awards.
- One hundred and five recipients will use the funding to focus on violent crime, 42 will seek to address nuisance abatement and quality of life, 41 will focus on school-based policing, 24 will focus on other innovations in common sense policing, nine will focus on squatting and encampment enforcement, and seven will focus on homeland security.

### Program Funding Provisions

CHP awards provide up to 75 percent of the approved entry-level salaries and fringe benefits of full-time sworn officers for 36 months, with a minimum 25 percent local cash match requirement and a maximum federal share of \$125,000 per officer position. Awards are five years long to allow time for recruitment and hiring before the 36 months of salary funding begins.

Any additional costs for salaries and fringe benefits higher than entry level sworn officers are the responsibility of the recipient agency. The COPS Office granted waivers of some or all of an applicant’s local cash match based on a demonstration of severe fiscal distress.

CHP award funds may not be used to supplant (replace) local funds that agencies otherwise would have devoted to sworn officer hiring. The hiring of officers under CHP must be in addition to, and not in lieu of, officers who otherwise would have been hired with state or local funds. While the nonsupplanting requirement prohibits a recipient from reducing its budget for sworn officer positions to take advantage of a hiring grant, a recipient may apply for funding and/or continue to implement its grant while it has locally funded vacancies. See the Guidance for Understaffed Law Enforcement Agencies Operating below Budgeted Strength Fact Sheet: [https://cops.usdoj.gov/pdf/2025ProgramDocs/chp/UnderstaffedLEAs\\_Fact\\_Sheet.pdf](https://cops.usdoj.gov/pdf/2025ProgramDocs/chp/UnderstaffedLEAs_Fact_Sheet.pdf).

CHP recipients that use CHP funding to deploy school resource officers (SRO) are required to submit a memorandum of understanding (MOU) between the law enforcement and the school partners. In addition, all applicants that receive FY25 CHP funding for SROs are required to send each awarded SRO position to a training sponsored and subsidized by the COPS Office no later than nine months after the date shown on the award congratulatory letter or six months from the SRO hire date, whichever comes first.

CHP also provides funding of up to 2 percent of the federal award amount for direct costs associated with administering the award. Examples of direct administrative costs may include directly assignable salaries and fringe benefits for administrative staff that collect performance measurement data and submit performance reports in JustGrants and/or Federal Financial Reports.

At the conclusion of 36 months of federal funding, recipients must retain all sworn officer positions awarded under the CHP award for a minimum of 12 months. The retained CHP-funded position(s) should be added to the recipient’s law enforcement budget with state or local funds, over and above the number of locally funded positions that would have existed in the absence of the award.

## Resources

**The following are select resources to support state, local, and tribal law enforcement officers.**

### **Lessons to Advance Community Policing**

Case studies of COPS Office microgrant projects, highlighting successful community policing strategies that may be used in other agencies across the country.

<https://portal.cops.usdoj.gov/resourcecenter/RIC/ric.php?page=detail&id=COPS-W0880>

### **Officer Safety and Wellness: Promoting Positive Coping Strategies**

Identifying ways in which officers may struggle to manage the stress of the job in order to develop programs and services that can provide them with the skills, tools, and positive coping strategies that will enable them to build their own resilience and not merely survive but flourish.

<https://portal.cops.usdoj.gov/resourcecenter/RIC/ric.php?page=detail&id=COPS-P375>

### **Law Enforcement Best Practices: Lessons from the Field**

Examines key areas for community policing. These areas include de-escalation; crisis intervention; first-line supervisors; early intervention systems; internal affairs; recruitment, hiring, promotion, and retention; and data systems.

<https://portal.cops.usdoj.gov/resourcecenter/RIC/ric.php?page=detail&id=COPS-W0875>

### **Discover Policing**

This website offers first-hand descriptions of law enforcement work and provides opportunities for potential recruits and agencies to connect.

<https://www.discoverpolicing.org>

## Contact the COPS Office

For more information about COPS Office programs and resources, please contact the COPS Office Response Center at [AskCOPSRC@usdoj.gov](mailto:AskCOPSRC@usdoj.gov) or 800-421-6770 or visit the COPS Office website at <https://cops.usdoj.gov>.